

# The Source

82 TRW COMPETITIVE SOURCING OFFICE  
NEWSLETTER  
26 JUN 2001

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**We're on the Web!**  
[webi.sheppard.af.mil/a76/default.htm](http://webi.sheppard.af.mil/a76/default.htm)

***We are outcome based!***

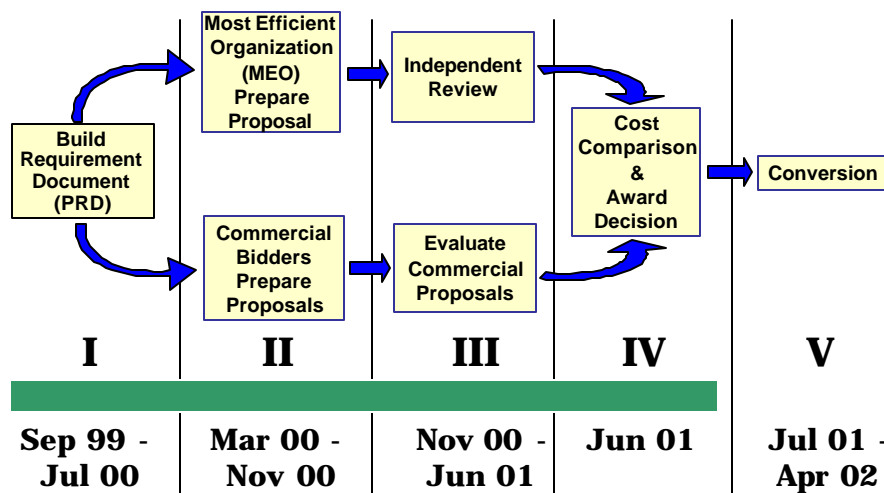
## A-76 Decision Delayed:

Col Gray R Donnalley

In an effort to ensure Sheppard does not endure the same difficulties as Lackland and Maxwell, AETC asked Air Staff to bring two teams of experts to review our process. The two teams reviewing our A-76; will be at Sheppard and Randolph. This effort will ensure our data is valid and auditable as well as confirm the process followed all guidelines. The teams will also examine the source selection to make sure we learned from the issues raised at Lackland and Maxwell during their appeal and protest periods. Finally the teams will ensure that the findings identified by the DoD IG in the Lackland A-76 were corrected during Sheppard's Process. Their work should take between 5 to 10 days and once we receive a good bill of health, we will be put back on track. I know the teams will find what we already know, that the Sheppard team did an outstanding job. Our process is strong thanks to the people at Lackland and Maxwell who shared their lessons learned and especially to the dedication and hard work of Team Sheppard. Remember they can only make us stronger. This may or may not affect our implementation date however, when we are able to move on we will pass the new dates to you.

Thanks team Sheppard for your effort and patience.  
CCO.

## Sheppard A-76 Basic Process



### Sheppard A76 a recap:

In September 1999 General Newton then AETC/CC announced Sheppard would study over 500 authorizations on Sheppard to determine if certain work done on the base would be more cost effective if performed by an in-house government force of DoD civilians or by a private contractor.

The functions evaluated were those that were commercially available and not inherently governmental (i.e. those not required by law, tradition or related to combat). These A-76 functions studied included many areas which were already contracted.

First our functional team of experts wrote the Performance

Requirements Document (PRD). It identified the duties to be performed in an outcome-based format. This PRD focused on what we wanted not how the work was to be done. This allows private industry or the government organization to build their proposals utilizing innovative ways to perform the work at a greater cost saving to the Air Force.

During the next phase the government team call the Most Efficient Organization (MEO) and private industry prepared their proposals on how they would perform the work. These were submitted to AETC to be evaluated by a source selection team.

The source selection team first evaluated the private sector proposals based on capability, cost and merit eventually

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selecting the best value contractor for the government. Their next step was to look at the MEO proposal. Making sure it too met the need of the government. The final step for the source selection process is to compare the best value contractor to the MEO and tentatively select our future service provider. This is on hold pending our staff assistance visits from Air Staff.

After this "tentative decision" there will be a public review period and any affected party can review the pertinent public documents. It will be during this time bidders or the MEO can lodge an appeal if something was incorrectly evaluated or there was a process error.

If an appeal is lodged a team of HQ experts will evaluate the validity of the appeal, its impact and if the appeal is correct then identify what corrective actions would be required.

When that is sorted out the decision will be final, unless a protest is filed with the GAO. If a GAO protest is filed, they evaluate the validity and correctness of the protest and direct corrective actions if required.

Once all appeals and protests are resolved then can we move into the transition phase. The new service provider will begin to assume the base workload.

During this period many various military and civilian personnel actions will occur. The new service provider will assume full operations in Apr 02.

The A-76 has been a long process. The result for Sheppard will be continued excellent service at less cost. Savings achieved will be used AF wide for modernization, quality of life, and R&D initiatives.

## A-76 INFORMATION

Check out our  
World Wide Web site

## UNION MATTERS

-- *David S. Mitchell, Pres.*  
*Local 1731*

Employee Diligence: While there is a great amount of information provided by the Civilian Personnel Office, the A-76 Office and other local sources, each employee should be very committed to insuring they understand how RIF, Reorganization, VSIP, VERA and other personnel actions should be applied to them personally and how their rights under these programs protect them and guarantee their right to compete for positions and programs. OPM, MSPB and the Library of Congress retain the laws and regulations pertaining to Merit System Principles. Keep yourself

informed through all available sources.

*The opinions in this article are strictly those of AFGE Local 1731.*

## RESOURCES FOR YOU

-- *James Gillespie*

The Family Support Center provides financial counseling, relocation, information referral and employment services to all personnel working on Sheppard. Employment services have been expanded to include a resource center with 8 computers to provide Internet access. These computers are available 0730 to 1630 daily. The customer can go on line and fill out a civil service nomination/application. Also there are numerous web sites available that have civilian employment opportunities. We provide a monthly class for personnel needing help in writing their resume. The class is conducted on the first Thursday from 0900-1100. We are located in Bldg 796 and our telephone number is 676-4358.

## FACTORS FOR DELAYS OF ASSIGNMENT TEAM VISIT

-- *Lt Brandon Hayden*

The AETC military assignment team visit has been put on hold pending the release of whether or not SAFB's A76 timeline will be adjusted. This is due to the experience gained by the problems delays at Lackland caused. At Lackland AFB, the AETC assignment team ended

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up giving three different briefings due to the changes/delays in the timeline. Not only was this taxing on the AETC assignment team, but also the affected military members had to go through the process three different times. We do not want to put anyone through this same scenario, but rather, we prefer want to wait and give you the correct information the first and only time.

Should the timeline be adjusted (we are still confident we may continue with the current timeline), you can rest assured the only changes to the military process will be the dates events occur. The process will remain the same. You will still receive an assignment briefing, an assignment team visit to distribute assignments, and there will still be a conversion period. Should a delay in the start date occur your assignment availability codes (AAC or "freeze" code) would have to be extended however, you will still receive two assignment choices from which to choose your next assignment. Additionally, any change in the timeline will be fully briefed to all affected military personnel to ensure you are well aware of the new dates. As always, if you have any questions related to this topic or any military A76 issue, please e-mail us at

[A76@sheppard.af.mil](mailto:A76@sheppard.af.mil)  
<<mailto:A76@sheppard.af.mil>>  
<<<mailto:A76@sheppard.af.mil>

## GOOD QUESTION

--82 MSS/DP

**Question:** I've heard several versions of what happens to promotions. I will be eligible shortly for promotion (GS-5) and heard that all promotions will be evaluated on a case-by-case basis as to whether they will be filled as temporary. However, civilian personnel said 99.9% of the jobs would be temporary. It was my understanding that promotions and reassignments would not be filled as temporary positions since they are hired within the system. Could you please advise me on this matter?

**Answer:** According to rules of the DoD Priority Placement Program (PPP), we can't permanently fill position identified in a contract study once the Request for Proposal (RFP) is issued, projected for late June 00. In addition, positions not identified in the study, but likely needed to place a permanent employee impacted in a Reduction-in-Force (RIF) resulting from the study, must be filled on a temporary basis.

Each vacant position will be evaluated to determine if it is directly involved in the study or if it will provide a placement opportunity for a permanent employee who could be impacted by RIF. If directly involved in the study but determined to be mission critical and hard-to-fill, our

Wing Commander can request a waiver from the PPP to authorize permanent fill. In addition, positions that will not be needed for RIF can be permanently filled.

It's likely that all vacant clerical/secretarial positions that are not a part of the contract study will be needed for RIF placement (if a contractor wins the bid), so those will be filled on a temporary basis beginning later this month. If the positions are filled from lists of current Sheppard civilian employees, they will be filled through temporary promotion or temporary reassignment.

***Next Town Hall TBD  
No Town Hall in June***

THANKS:

There are many sources for information about A-76 and personnel actions. You can access the Sheppard A-76 Web sites or from any of those listed on the following page. As always we will endeavor to keep you informed with any of the changes as soon as possible.

Thanks again for the great support and patience.

Col Gray R Donnalley

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Air Force Personnel Center Job Kit  
Career Program Registration  
Civilian Electronic Official Personnel Folder (OPF)  
Current Job Vacancies Announcements  
Federal Open Competition Announcements  
Federal Register Postings by OPM  
Forms (electronic versions)  
Health Insurance  
"How to Start Your Own Business"  
Life Insurance  
Office of Personnel Management Homepage  
Palace Compass  
Pay and Leave and Work Schedules  
Pay Info – General and Personal  
Personnel Management Information Support System  
Qualification Standards Operating Manual  
Retiring Employees Information Page  
Retirement Estimates  
Retirement Programs (CSRS & FERS)  
Reduction in Force  
Reduction in Force at USAJOBS  
Social Security Administration  
Texas Workforce Commission Homepage  
Thrift Savings Plan (TSP) homepage  
VERA (OPM's Agency Guide)  
VetGuide  
VSIP (OPM's Page)

<http://www.afpc.randolph.af.mil/afjobs>  
<https://www.afpc.randolph.af.mil/afpcsecure/MainMenu.asp>  
<https://www.afpc.randolph.af.mil/afpcsecure/MainMenu.asp>  
<http://www.usajobs.opm.gov/a.htm>  
<http://ftp.fedworld.gov/pub/jobs/tx.txt>  
<http://www.opm.gov/fedregis/index.htm>  
<http://opm.gov/forms/index.htm>  
<http://www.opm.gov/insure/index.html>  
<http://www.netbex.com/fedweek.htm>  
<http://www.opm.gov/insure/life/index.htm>  
<http://www.opm.gov>  
<http://www.afpc.randolph.af.mil/dpc/>  
<http://www.opm.gov/oca/INDEX.HTM>  
<http://www.dfas.mil/emss>  
<http://www.afpc.randolph.af.mil/permis>  
<http://www.opm.gov/qualifications>  
<http://www.afpc.randolph.af.mil/dpc/BEST/retiring.htm>  
<https://www.afpc.randolph.af.mil/afpcsecure/MainMenu.asp>  
<http://www.opm.gov/retire/index.htm>  
<http://www.opm.gov/rif/general/rifmenu.htm>  
<http://usajobs.opm.gov/b6b.htm>  
<http://www.ssa.gov/>  
<http://twc.state.tx.us/>  
<http://www.tsp.gov/>  
<http://www.opm.gov/employ/vera/vera01.htm>  
<http://www.opm.gov/veterans/html/vetguide.htm>  
<http://www.opm.gov/employ/html/vsip.htm>